**Section II - Category Results** – This section details the individual questions that make up each category and the percentage of individuals responding positively. "Positive" responses include both "Strongly Agree" and "Agree" responses.

Results for: National Park Service

	So to Work Ostonom	Percent	Percent Positive (2014)	2014)
Dest Liga	Dest Flaces to Work Category	NPS	DOI	GOVT
Question	Category Score	56%	60%	60%
40	I recommend my organization as a good place to work.	58%	63%	62%
69	Considering everything, how satisfied are you with your job?	60%	64%	64%
71	Considering everything, how satisfied are you with your organization?	50%	54%	55%

T min low	Ckills/Mississ Matab Catagony	Percen	Percent Positive (2014)	2014)
Employe	Employee akills/Mission Match Category	NPS	<u>DO</u>	GOVT
Question	Category Score	76%	77%	76%
4	My work gives me a feeling of personal accomplishment.	72%	72%	70%
ហ	l like the kind of work I do.	85%	85%	82%
11	My talents are used well in the workplace.	52%	56%	57%
12	I know how my work relates to the agency's goals and priorities.	80%	81%	82%
13	The work I do is important.	91%	89%	90%

58 u	26 E	20 T	Question	Teamwork Category
Managers promote communication among different work units (for example, about projects, goals, needed resources).	Employees in my work unit share job knowledge with each other.	The people I work with cooperate to get the job done.	Category Score	Category
42%	69%	68%	60%	Percen NPS
45%	70%	71%	62%	Percent Positive (2014) IPS DOI GC
50%	72%	72%	65%	2014) GOVT

70 Considering everything, how satisfied are you with your pay?	Question Category Score	ay category	av Catogory
54%	54%	NPS	Perce
58%	58%	DOI	ercent Positive (2014)
56%	56%	GOVT	(2014)

		P	Percent Positive (2014)	(2014)
Work/Life balance category		NPS	S DOI	GOVT
Question	Category Score	core 48%	% 54%	60%
9 I have sufficient resources (for example, people, materials,	ample, people, materials,	als, 27%		
10 My workload is reasonable.		ļ	% 36%	45%
42 My supervisor supports my need to balance work and other life issues.		40%		45% 57%

Question  1 I am given a real opportunity to improve my skills in my organization.  2 I have enough information to do my job well.  68 How satisfied are you with the training you receive for your polysis of the control of the contr			Dercen	+ Positive (	2014)
l am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  My training needs are assessed.  How satisfied are you with the training you receive for your 41% 47% present job?	raining/i	Development Category		DOI .	GOVT
l am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  My training needs are assessed.  How satisfied are you with the training you receive for your present job?  60%  67%  45%  47%	Question	Category Score	49%	55%	57%
I have enough information to do my job well. 62% 67%  My training needs are assessed. 39% 45%  How satisfied are you with the training you receive for your 41% 47% present job?	1	I am given a real opportunity to improve my skills in my organization.	55%	60%	59%
My training needs are assessed.  How satisfied are you with the training you receive for your  41%  47%	2	I have enough information to do my job well.	62%	67%	69%
How satisfied are you with the training you receive for your 41% 47% present job?	18	My training needs are assessed.	39%	45%	50%
		How satisfied are you with the training you receive for your present job?	41%	47%	50%

Support f	or Diversity Category	Percent	Percent Positive (2014)	2014)
anphorri	adploit for pressity category	NPS	DOI	GOVT
Question	Category Score	56%	59%	62%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	47%	53%	56%
45	My supervisor is committed to a workforce representative of all segments of society.	65%	65%	66%
55	Supervisors work well with employees of different backgrounds.	57%	60%	63%

58%	49%	44%	57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.
69%	65%	60%	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
51%	49%	46%	27 The skill level in my work unit has improved in the past year.
41%	37%	36%	21 My work unit is able to recruit people with the right skills.
54%	50%	46%	Question Category Score
GOVT	DOI	NPS	Sudiegic Management Category
2014)	Percent Positive (2014)	Percen	Stratagic Management Catagonic

64 How satisfied are you with the information you receive management on what's going on in your organization?	61 I have a high level of respective leaders.	54 My organization's leaders maintain high standards of honesty and integrity.	53 In my organization, leaders generate high levels of motivation and commitment in the workforce.	Question	Effective Leadership - Leader Category
How satisfied are you with the information you receive from management on what's going on in your organization?	I have a high level of respect for my organization's senior leaders.	aintain high standards of	generate high levels of in the workforce.	Category Score	r Category
41%	43%	46%	31%	40%	Percent NPS
43%	44%	47%	32%	42%	Percent Positive (2014)  VPS DOI GO
46%	50%	50%	38%	46%	2014) GOVT

Section IV: Demographic Results - This section provides the percentages of respondents endorsing each demographic response option.

Results for: National Park Service

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Z <sub>0</sub>	1%	Senior Level (SL) Scientific or Professional (ST) Other
Yes	<b>1%</b>	Senior Executive Service
D-14. Are you an individual with a Disability?	18%	GS 13-15
	62%	GS 7-12
Separated or Discharged	8%	GS 1-6
Retired	11%	Federal Wage System
Currently in National Guard or Reserves		D-7. What is your pay category/grade?
No Prior Miliatary Service		
D-13. What is your US military service status?	4%	Doctoral/Professional Degree
	26%	Master's Degree
I prefer not to say	39%	Bachelors's Degree
Gay, Lesbian, Bisexual or Transgender	8%	Associate's Degree
Heterosexual or straight	13%	Some College
D-12. Do you consider yourself to be:	3%	Trade or Technical Certificate
	6%	High School Diploma/GED or equivalent
Five or more years	<1%	Less than High School
Between three and five years		education you have completed?
Between one and three years		D-6. What is the highest degree or level of
Within one year		
D-11. I am planning to retire:	4%	Two or more races (Not Hispanic or Latino)
	87%	White
Yes, other	1%	Native Hawaiian or Other Pacific Islander
Yes, to take another job outside the Fed. Government	6%	Black or African-American
Yes, to take another job in the Federal Governmer	1%	Asian
Yes, to retire	2%	American Indian or Alaska Native
No	₹	categories with which you most closely identify.
within the next year, and if so, why?		D-5. Please select the racial category or
D-10. Are you considering leaving your organiz		
	94%	No
More than 20 years	6%	Yes
11 to 20 years		D-4. Are you Hispanic or Latino?
6 to 10 years		
4 to 5 years	45%	Female
1 to 3 years	55%	Male
Less than 1 year		D-3. Are you:
D-9. How long have you been with your current		
	1%	Executive
More than 20 years	15%	Manager
15 to 20 years	24%	Supervisor
11 to 14 years	16%	Team Leader
6 to 10 years	43%	Non-Supervisor
4 to 5 years		D-2. What is your supervisory status?
1 to 3 years		
Less than 1 year	56%	Field
Government (excluding military service)?	44%	Headquarters
D-8. How long have you been with the Federal		D-1. Where do you work?
		Nesults for Induction Fair Service

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nal Park Service			
rk?		D-8. How long have you been with the Federal	
	56%	Less than 1 year	<b>^1%</b>
		1 to 3 years	4%
ervisory status?		4 to 5 years	8%
	43%	6 to 10 years	15%
	16%	11 to 14 years	15%
	24%	15 to 20 years	16%
	15% 1%	More than 20 years	42%
	;	D-9. How long have you been with your current agency?	cy?
		Less than 1 year	<b>^1%</b>
	55%	1 to 3 years	7%
	45%	4 to 5 years	11%
		6 to 10 years	18%
or Latino?	6%	11 to 20 years  More than 20 years	29% 35%
	94%		
		D-10. Are you considering leaving your organization	
racial category or		within the next year, and if so, why?	
you most closely identify.	tify.	No	63%
ska Native	2%	Yes, to retire	8%
Ď.	6% 8%	Yes, to take another job in the Federal Government	19% 4%
er Pacific Islander	1%	Yes other	S 2
	87%		;
t Hispanic or Latino)	4%	D-11. I am planning to retire:	
		Within one year	5%
st degree or level of		Between one and three years	11%
ompleted?		Between three and five years	12%
	<u>^1</u> %	Five or more years	72%
ED or equivalent	20%		
	13%	Heterosexual or straight	80%
	8%	Gay, Lesbian, Bisexual or Transgender	4%
	39%	I prefer not to say	15%
	26%		
egree	4%	D-13. What is your US military service status?	
		No Prior Miliatary Service	81%
category/grade?		Currently in National Guard or Reserves	1%
	11%	Retired	4.%
	200	Ceparated of Discharged	4

10% 90%